



**Nice to Meet You**  
**Employment**  
**Solutions**

# A Note From Our MD

“We are in the people business.

People are our passion and our drive, the one thing that Neil Davies and I have in common is a sense of responsibility for every person we represent.

Neil and I met and started working together in 1996, and we quickly found we had exactly the same vision and shared goals that has led to a successful working partnership of over 25 years. With over 40-plus years combined experience in recruitment, we know our industry and the people who work hard in it inside and out.

We are dedicated to delivering a high-quality recruitment service for the construction and M&E sectors, with people at the very heart of what we do. We take the time to understand our clients, forging solid and enduring relationships that are built on trust and mutual respect.

Quality has always been the number one priority for our business, which is why each and every one of the 35,000 candidates on our growing database are vetted and screened before we make any introductions. It's this extra touch that has given us our proven and sustained track record of success.

We're one of the top ten M&E recruiters in the country, we look after some of the largest construction contracts in the North West and we have worked with many of those clients for over a decade.

We're proud of all we have achieved and what we have yet to accomplish. We look forward to working with you soon.”



**Carolyn Frodsham**  
Managing Director

**We know your business, we know the problems you face and, nine times out of ten, we know the people you employ.**

**Partnering with us means partnering with a new breed of a recruitment agency. We've heard and seen the horror stories from other agencies, and refuse to tow that same line. We listen to what you want and deliver, filling 100% of our retained roles.**

**We do this by communicating honestly and transparently throughout, prioritising relationship building over commission and living by our company values of empathy, honesty and respect. This is the way that recruitment should be.**

# **Why Choose Employment Solutions?**

**“Excellent agency, never had any issues. We've dealt with them over the years and they always sort us out - even if the request is a last minute on a Friday! Great work thanks.”**

**Fletchers Engineering**

Our expertise is in delivering high-quality recruitment services to clients within the construction and M&E sectors, from mid-sized local firms, right up to international companies with £200 million annual turnovers.

We're in the business of placing high-calibre blue and white-collar workers in both permanent and temporary contracts. If you're after specialist skills and timely turnarounds for one-off or ongoing projects, we have the vetted database and industry knowledge to help you fulfil any and all of your hiring requirements.

# Our Work in Construction

## Site Skilled Trades

- Welders
- Pipefitters
- Steel Erectors
- Mechanical Fitters
- Electricians
- Plater Fabricators
- Semi-Skilled Labourers

## Site Operations

- Site Managers
- Project Managers
- Project Engineers
- Site Supervisors
- HSEQ Officers
- Forepersons

## Commercial

- Commercial Managers
- Bid Managers
- Contracts Managers
- Procurement Managers
- Quantity Surveyors
- Estimators

## Planning & Design

- Design Engineers
- EC&I Engineer
- Structural Engineers
- Planning Engineers
- M&E Coordinators
- Architectural Technician



## Question: How do you ensure a successful relationship that spans over a decade?

King and Moffatt is a M&E contractor firm that works in the UK and Ireland, installing mechanical and electrical systems on sites such as food factories and distribution centres, hotels and high-end residential flats.

The contracting firm has grown exponentially since they started working with Employment Solutions in 2010, requiring large volumes of qualified electricians and pipefitters for long days and strenuous work at sites across the country, often at extremely short notice.

Since 2015, we have been involved in 213 vacancies for projects that have included kitting out Amazon and Lidl distribution centres, the Ferrybridge energy-to-waste plant and a British Airways food factory.

In the last five years Employment Solutions has:

- Shortlisted 1,059 candidates
- Sent over 645 CVs
- Placed 488 contractors

This relationship has become a real, enduring success due to our superior database of talent, our knowledge of the M&E construction sector, and our ability to move quickly to provide short-term contractors with the right skill-set and mindset.

## Case study: King & Moffatt





## Question: How does an engineering firm keep up with a rapid growth in demand for its services?

Lundy Projects is a civil engineering company based in Stockport with an annual turnover of more than £40 million. In 2014 it became an approved Principal Contractor for Network Rail and acquired an additional welding and fabrication facility in Irlam and we began working with them shortly after.

The company's expansion meant it needed to significantly grow its workforce to keep up with the increase in work for the refurbishment and electrification of the UK's railway infrastructure.

With our local knowledge and understanding of the kind of workers they required, we have played a major role in the hiring of welders and platers on an ongoing contract basis, providing a flexible workforce to meet the peaks and troughs in their workload.

In the last six years Employment Solutions has:

- Sent over 276 CVs
- Placed 127 skilled and semi-skilled workers from just 76 interviews

Our relationship with Lundy is so strong that in most cases they invite contractors to start work without an interview, a sure sign of their trust in the quality of our service.

# Case study: Lundy Projects



**“Employment Solutions have a no-nonsense, no time-wasting, no false promise approach to recruitment. The speed of response is second-to-none, another position filled in 10 minutes.”**

**Lundy Projects**

## Empathetic

With the experience and expertise under our roof, we understand the plight of our clients and candidates alike. Certain skills are scarce, others urgently needed but fiercely competed for. It is only with empathy and patience that the right clients and candidates can thoughtfully be paired up instead of bombarded with CVs in a slavish adherence to KPIs.

## Pioneering

We exist as the antithesis of every other recruitment company under the sun. We have the knowledge and experience of the sector to know the way recruitment should be – no longer an exercise in mass sales and bulk sent CVs but relationships and rapport, research and careful thought. This shouldn't be a disruptive, pioneering way of thinking, but as things stand it absolutely is.

## Honest

The foundation upon which everything Employment Solutions is built. Consciously choosing to shrug off bad reputations and shoddy practices with no-nonsense, transparent communication which is admirable in anyone's eyes.

## Respectful

How many recruiters get to know their candidates? How many actually understand the roles they are tasked with filling? These things come naturally to every last one of our staff. Our expertise is unrivalled, our relationships long standing and hard earned – the latter is only possible with the former, paired with mutual respect, genuine interest, and absolute loyalty.

# What We Stand For

[www.emp-sol.com](http://www.emp-sol.com)  
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